

**State of Connecticut  
Commission on Human Rights and Opportunities**



**Regular Commission Meeting Minutes  
Wednesday, July 14, 2021  
2:00 pm  
Via Microsoft TEAMS**

**Commissioners Present**

Cherron Payne, Chair  
Edward Mambruno, Secretary  
Edith Pestana  
Joseph Suggs  
Lisa Giliberto  
Nicholas Kapoor

**Commissioners Absent**

Andrew Norton  
Neeta Vatti

**Staff Present**

Tanya A. Hughes, Executive Director  
Cheryl Sharp, Deputy Director

Neva E. Vigezzi, AA Supervisor	Gary Madison, AA Reviewer
George Welch, HRO Attorney	Monica H. Richardson, Executive Secretary
Anna M. Puryear Attorney	Emily Melendez, Asst Attorney General
Kristen Daniels, Executive Secretary	

**I. Chairperson:** Chair Payne, Presiding

The meeting convened at 2:26 p.m.

*\*The meeting began late due to technical difficulties with Microsoft TEAMS.*

**II. Secretary:** Commissioner Edward Mambruno

Commissioner Kapoor moved to approve the minutes from the June 9, 2021 regular commission meeting and Commissioner Giliberto seconded it; The vote: Yes (3) No (0), and Abstentions (2). The motion carried. The abstentions were Commissioner Mambruno and Commissioner Pestana.

**III. Affirmative Action Recommendations – Vote Required**

Deputy Director Cheryl Sharp presented the following plans:

Staff Recommendations: **Approval**

## 1. Department of Aging and Disability Services

Representing the agency were Commissioner Amy Porter, Francine Dew, HR Administrator and Mildred Verdejo, EEO Specialist.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 26%. The promotion goals were met at 42% and the program goals were met 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 135% achievement for the SBE and 339.00% achievement for the MBE.

The filing history is as follows: 2016, 2017, 2018,2019, and 2020, Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to accept the staff recommendation to **approve** the plan of the Department of Aging and Disability Services and retain annual filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion carried.

## 2. State of Connecticut Military Department

Representing the agency was Major General Francis J. Evon, Jr., The Adjutant General Brigadier General Gerald E. McDonald, Assistant Adjutant General Maria Morales, AFAO/Designated EEOO Tim Tomcho, Agency Attorney/AGD, and Major Erich Heinonen, Agency Attorney/AGD.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 60%. The promotion goals were met at 66% and the program goals were met 33% (1 out of 3).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 6993.00% achievement for the SBE and 2180.00% achievement for the MBE.

The filing history is as follows: 2013, 2015, Approved, 2017, Approved and 2019 Disapproved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Suggs to accept the staff recommendation to **approve** the plan of the Connecticut Military Department and retain annual filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion carried.

## **IV. Division Reports**

1. Executive Director Report: Tanya Hughes, Executive Director  
Submitted a detailed status report and production report for June. Discussion centered on OPH vacancies, etc.

2. Outreach Report: by Cheryl Sharp, Deputy Director  
*See detailed report* as highlighted by Deputy Director Sharp.

- Kid's Court Academy.
- CTRP3 Advisory Board
- CHRO intern Training
- Dept. of Social Services (DSS) Pride month presentation
- OPH positions still vacant.
- OZA Zoning event

3. Legislative update:

Attorney Darcy Strand submitted current bills that became effective since March 2021:

- Public Act 21-2, An Act Creating a Respectful and Open World for Natural Hair
- Public Act 21-128, An Act Concerning the Authority of the Office of the Attorney General

**V. Executive Session**

*(Requires a two-thirds vote of commissioners present and voting – staff and guests invited to attend must be noted)*

Commissioner Kapoor moved to go into Executive session at 3:30 pm. Commissioner Giliberto seconded it. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

Invited into Executive Session with the Commissioners for the first part were Executive Director Hughes, Deputy Director Sharp, Attorney Anna M. Puryear and Attorney George Welch. Invited into Executive Session for the second part were the Commissioners exclusively.

Pending Litigation:

Potential Action against Municipal Police Departments, Presented by Attorneys Ana-Marie Puryear and George Welch

Personnel

Reappointment of the Executive Director

Return from Executive Session

Commissioner Kapoor moved to return from Executive session at 4:41 pm and Commissioner Suggs seconded it. The vote was: Yes (5), No (0) and Abstentions (0). Commissioner Mambruno abstained. The motion carried.

**VI. Vote on Executive session items:**

Potential Action against Municipal Police Departments:

Commissioner Kapoor moved that the Commission approve the compiling of facts concerning violations of civil liberties by the Wethersfield Police Department, Bridgeport Police Department, and Department of Emergency Services and Public Protection under Connecticut General Statute 46a-56a(a)(2). It was seconded by Commissioner Suggs. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

Reappointment of the Executive Director

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to reappoint Executive Director Tanya Hughes for a 4-year term. The vote: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

**VII. Old Business**

**VIII. Adjournment**

A motion was made by Commissioner Kapoor to adjourn the meeting; Commissioner Giliberto seconded it. The vote was: Yes (5), No (0), and Abstentions (0). The motion carried. The meeting adjourned at 4:50 p.m.